



King County

CIVIL RIGHTS COMMISSION

ANNUAL REPORT TO EXECUTIVE

JANUARY 1 - DECEMBER 31, 2006

COMMISSIONERS

Commissioner	Christine Landon, Chair	District 1
Commissioner	Rob Collins	District 2
Commissioner	Kris Meilahn	District 3
Commissioner	Heather M. Villanueva	District 4
Commissioner	Melissa Ponder	District 5
Commissioner	Vacant	District 6
Commissioner	Vacant	District 7
Commissioner	Vacant	District 8
Commissioner	Vacant	District 9
Commissioner	Kelly Guy	At-Large
Commissioner	Mario Morales	At-Large
Commissioner	Mark Adreon	At-Large

The King County Civil Rights Commission was established in December, 1995 to take a strong leadership role in raising community awareness and involvement on civil rights issues and to advise the King County Executive and County Council on matters related to the County's civil rights programs. Its primary goal is to ensure equal opportunity for all through the effective enforcement of anti-discrimination ordinances and implementation of the County's civil rights programs. The Commission works in collaboration with a variety of interest groups including community, business, civic, and religious organizations.

On July 17, 2006, the size of the Commission was reduced from sixteen to twelve members by Ordinance 15548, to reflect the new size of the County Council. The Commission now has twelve members each serving three-year terms. County Council members representing each of the King County Council districts nominate nine members, while the remaining three serve as at-large members, selected by the County Executive. All Commission members are confirmed by the County Council and serve without pay. It is the goal of the County to recruit people from diverse ethnic and protected group backgrounds. The Commission seeks representation from the African American, Asian American, Latino, Native American, Pacific Islander, Caucasian, Gay and Lesbian, and Disability communities. Commissioners reside within King County.

As the County's citizen advisory commission on civil rights, the Commission is responsible for reviewing and reporting on the effectiveness and progress of the County's affirmative action, non-discrimination enforcement, and minority/women business utilization programs. It is also responsible for educating the public and concerned groups on methods to prevent and eliminate discrimination and advising King County government on human and civil rights issues. The Commission periodically issues reports on its findings and makes formal presentations before the King County. The ordinance creating the Commission also established four standing committees through which the work of the Commission is accomplished. The committees are Executive, Public Policy, Economic Development, and Community Relations.

The Executive Committee "performs administrative oversight activities of the commission, including representing the commission, conducting business outside of regular commission meetings, and performing other relating and necessary activities in the interest of ensuring an effective County human and civil rights commission." K.C.C. Section 3.10.050 (A).

The Public Policy Committee "shall review and make recommendations on legislation, public rules and/or policies related to any of the County's equal opportunity, affirmative action, disability access and minority and women's business utilization programs." K.C.C. Section 3.10.050 (B).

The Economic Development Committee "reviews and makes recommendations for enhancing opportunities for utilization and participation of minority and women

businesses on County contracts and other related business development activities.” K.C.C. Section 3.10.050 (C).

The Community Relations Committee “recommend[s] methods for educating concerned communities and the public at large on the work of the Commission and King County in advancing human and civil rights for all in the region and shall establish liaison with other regional and civil rights commissioners.” K.C.C. Section 3.10.050 (D).

In December 2005, Christine Landon was elected Chair, Kelly R. Guy was elected Vice Chair and Mark Adreon was elected as an at-large member of the Executive Committee, all to take effect on January 1, 2006. During this year, the Commission, under Christine Landon’s leadership, accomplished a significant number of achievements. They include:

Performing Other Relating and Necessary Activities In The Interest Of Ensuring an Effective County Human and Civil Rights Commission:

- Office of Emergency Management Presentation: The Commission received a presentation from Timothy E. Doyle, Program Manager of the Public Education and Citizen Corps Councils, King County Office of Emergency Management to learn about the County’s plan for emergency and disaster response, particularly for the more vulnerable protected class populations. Based on that presentation, the Commission requested copies of different County disaster and emergency response plans, including the Departments of Health, Natural Resources and Parks, Transportations and the Sheriff’s Office, to review.
- Changes to Commission Enabling Ordinance: The Commission reviewed the proposed changes to their enabling ordinance. They requested of Council staff that their membership be reduced from sixteen to twelve commissioners, to conform to the reduction on the size of Council membership.
- By-laws Revision: The Commission revised its By-laws to make them more streamlined and up to date.
- EEOC Reports: The Commission reviewed the U.S. Equal Employment Opportunity Commission’s “Final Report on Best Practices for the Employment of People with Disabilities in State Government.”

Review And Make Recommendations On Legislation, Public Rules And/Or Policies Related To Any Of The County’s Equal Opportunity, Affirmative Action, Disability Access And Minority And Women’s Business Utilization Programs:

- The Ordinance relating to the County Logo, Establishing a County Logo in the image of the Rev. Dr. Martin Luther King, Jr.: On February 17, 2006, the

Commission submitted a Statement of Support of the logo change and Commissioner Kelly Guy testified before the Metropolitan County Council.

- The OCR Omnibus Civil Rights Ordinance: The Commission submitted a Statement of Support of the modifications of the various rights ordinances and testified before Metropolitan County Council.
- Participated on the “Transgender Jail Policy Group (TJPG)”: Chair Christine Landon worked with a group of civil rights advocates to draft changes to the Department of Adult and Juvenile Detention’s policy and procedures concerning the arrest and incarceration of transgender individuals to insure that they were treated with dignity and respect. This group held a community forum to elicit the concerns of the community and researched policies and procedures from around the country. TJPG was awarded a Human Rights Day Humanitarian Award in December 2006 in recognition of their work.
- Reviewed Diversity Management Services’ Affirmative Action Goals for Persons with Disabilities and Strategic Initiatives to improve employment access for Persons with Disabilities: The Commission held joint meetings with the Section 504/ADA Advisory Committee in March and April 2006, with the purpose of reviewing the efforts made by Diversity Management Services to address the unmet hiring goals stated in the 2005-06 EEO/AA Plan.
- Evaluated “Forget Your Assumptions” Hiring and Supervising Persons with Disabilities training developed by Diversity Management Services of HRD: In April 2006, the Commission, along with the Section 504/ADA Advisory Committee and the Office of Civil Rights participated in beta testing of this training in development and provided feedback and constructive criticism.
- Review of Proposed 2007-2008 EEO/Affirmative Action Plan: The Commission began to review and prepare comments to the Human Relations Division on the Proposed Plan. The Commission decided to continue to focus their attention on the Plan’s goals for hiring Persons with Disabilities.

Review and Recommendations for Enhancing Opportunities for Utilization and Participation of Minority and Women Businesses on County Contracts and Other Related Business Development Activities:

- In June 2006, the Commission requested statistical data on the number of businesses owned and operated by persons with disabilities, from the Office of Business Development and Contract Compliance (BDCC). BDCC had begun tracking these numbers at the Commission’s request on January 1, 2006.

Educating Concerned Communities and the Public at Large on the Work of the Commission and King County:

- Dr. Martin Luther King Jr. Annual Celebration & Essay Contest: The Commission sponsored an Essay Contest on the theme of “United for the Common Good” to encourage 8th grade students to think critically about Dr. King’s legacy of peace and justice and gave awards to three student winners at the King County Annual Dr. Martin Luther King, Jr. Essay Contest. The students selected were: Lena Cardoso of Seattle, from the Lake Washington Girls Middle School, first prize winner of \$100; Maya Riser-Kositsky from Lake Washington Girls Middle School, second prize winner of \$75; and Karly Birch of Redmond from Redmond Junior High, the third prize winner of \$50. The contest was open to all 8th graders in public and private schools in King County. All essays were judged on the author’s knowledge of Dr. King and his work in the Civil Rights Movement, originality of ideas, development of point of view, insight, and clarity of expression, organization, and grammar.
- Cosponsored a Workshop on Emergency Preparedness: The Commission cosponsored a Community Workshop entitled "Working Together to Prepare Our Communities for the Next Disaster" for community organizations serving protected class members with the Office of Emergency Management on October 19, 2007.
- Cosponsored the Fourth Seattle Race Conference: The Commission continued to cosponsor this event, designed to create a shared understanding and language about the nature of racism, its modern day forms and the tools that can be used to end it, and to activate a “movement” for racial justice in Seattle that includes sustainable action components. Chair Christine Landon continued to serve on the Planning Committee and the actual conference took place in October 21, 2006 at Seattle Center. This year’s theme was “Stop the Miseducation.”
- Relationship with King County Sheriff’s Office (KCSO): In 2006, the Commission continued to have a positive working relationship with the King County Sheriff’s Office, due to the collaborative efforts of Chief Richard Krogh, Captain Mitzi Johanknecht and Commissioners.
- “Katrina’s Lesson: Reach Our Vulnerable Residents NOW”: Two Commissioners attended this workshop, sponsored by The Department of Public Health – Seattle & King County and United Way.

Commissioners and the Commission Administrator met and/or networked with the following community organizations during 2006:

1. Urban Enterprise Center - Greater Seattle Chamber of Commerce

2. The American Civil Liberties Union
3. Urban League of Metropolitan Seattle
4. NAACP – Seattle Branch
5. Hate Free Zone Campaign of Washington
6. Asian Resource Center (ARC)
7. Seattle Race Conference Planning & Steering Committee
8. King County Labor Council
9. Asian Counseling & Referral Service
10. Asian Pacific Islander Coalition
11. Puget Sound Diversity Task Force
12. Shoreline Community College – Multicultural Diversity Education Center
13. Transgender Jail Policy Group
14. American Federation of Teachers (AFT) Washington – Human Rights Committee
15. Seattle Human Rights Commission
16. Fremont Public Association
17. Nonprofit Assistance Center
18. The Coalition to Undo Racism Everywhere (CURE)

Establish Liaison with Other Regional and Civil Rights Commissioners:

- Co-sponsored the Annual City of Seattle Human Rights Day: Commissioner Kris Meilahn represented the Commission on the Planning Committee. The City of Seattle 2006 Distinguished Citizen Award for Human Rights winners were Leno Rose-Avila, the Trans Jail Policy Group and the Seattle Veterans for Peace. The awards were presented on December 7, 2006.

Administrative:

In 2006 three new Commissioners were appointed: Rob Collins in District 2, Heather Villanueva in District 4, and Melissa Ponder in District 5. Virginia Tomicich (District 1), and Mario Morales (at-large) both resigned before the end of their terms due to personal reasons. There continued to be vacancies in Districts 6, 7, 8, and 9, as well as a single at-large position at the close of the year.